**Do you coach ‘Heavy’ or ‘Light’?**

***Put a X next to the questions you answer ‘Yes’ to***

|  |  |  |  |
| --- | --- | --- | --- |
| Heavy | X | Light | X |
| Do you regularly conduct pre-brief conversations with your teachers? |  | Do you facilitate learning that does not result in immediate transfer into the classroom? For example: One off PD sessions? |  |
| Do you regularly conduct classroom observations where you ‘look’ and ‘listen’ to the learning? |  | Do you regularly provide resources for teachers who are not involved in a coaching cycle? |  |
| Do you regularly conduct debrief conversations, where data is analysed and your strategic questioning pushes the teachers towards cognitive dissonance? |  | Do you perform duties for teachers in the classroom that would normally be performed by a teacher’s aide? |  |
| Do you regularly conduct Lesson Studies with teams of teacher in an attempt to refine the structure and effectiveness of lessons? |  | Do YOU perform the testing of the students at your school? |  |
| Do you have an active role on the school’s leadership team or the curriculum team where you have input into the school’s teaching and learning agenda? |  | Do you photocopy the tests for your teacher/s at your school? |  |
| Do you regularly meet with the Principal/Assistant Principal to discuss instruction? |  | Do you gather texts or levelled books for your teacher/s at your school? |  |
| Do you conduct Learning Walks with the Principal class and teachers that focus on instruction? |  | Do you perform repeated demonstration lessons? |  |
| Do you video classrooms and analyse the learning with other teachers in an effort to improve student outcomes? |  | Do you find websites for teachers/students to use in units of work? |  |
| Do you provide feedback to teachers on student learning rather than teacher behaviour? |  | Do you provide teachers with professional readings who are not involved in a coaching cycle? |  |
| Are you committed to improving student learning even if it means you will not be liked? |  | Do you provide teachers with information about professional development opportunities? |  |
| Do you regularly work with ALL teachers in the schools you are placed? |  | Do you provide feedback to teachers on teacher behaviours rather than student learning? |  |
| Do you regularly work outside your comfort zone and stretch your coaching skills, content knowledge, leadership skills, relationship skills, and instructional skills? |  | Do you only work with those teachers who have volunteered to be coached? |  |

*‘If any of the providers of coaching — the school, the district, or the coach — is unclear about the goal of the coaching, then coaches will struggle to keep a laser-like focus on doing what matters’.*

*(Killion, 2008)*